



2014 Annual Report

Women's Caucus



The Women's Caucus Annual Report is written and composed by members of the Women's Caucus Executive Board and Publications Subcommittee. Funds for producing the 2014 report were made available through the Office for Equity and Inclusion. Historic images are courtesy of the University of Delaware Morris Library Digital Collections.

Dear University Community:

We are pleased to bring you the third annual report of the Women's Caucus. The women's caucus was inaugurated in Spring 2011 and advocates for positive change on issues of concern to women faculty and staff at UD.

It has been a productive year for the University of Delaware's Women's Caucus, and we plan for continued productivity in the coming year. In this publication, you will find information on our accomplishments over the last year, discussion of our priorities for the current academic year, and data on the status of women faculty and staff at UD. We also recognize recent accomplishments of some of UD's women faculty and staff and highlight changes relevant to our constituents.

This year we celebrate the 100th anniversary of the founding of the Delaware Women's College, which began a long legacy of educating women at UD. The University has come a long way since that first class of "pioneers" was admitted in 1914; nowadays more than half of the undergraduates (53%) and almost half of the graduate students (46%) are women. With the expansion of the role of women in the student body, the role of women on the faculty has also grown tremendously over this century. In this report, we provide a historic look at the Women's College and its influence on today's University of Delaware.

If you are interested in finding out more about the Women's Caucus or have any questions, please contact us at womenscaucus@udel.edu. There are many ways to get involved with the Women's Caucus. You can join a subcommittee ([read about them here](#)) or [run for the board](#) (the next election will be spring 2015).

We hope to see you at the upcoming meetings.

Sincerely,

Christine Scheirer and Robin Andreasen, Co-Chairs

News & Updates

New Vice Provosts for Faculty Affairs and for Diversity



Two new positions have been created in the Provost's office. **Matt Kinservik**, Associate Dean of the College of Arts and Sciences and Professor of English, will serve as the new VP for Faculty Affairs. **Carol Henderson**, chairperson of the Department of Black American Studies and Professor of Black American Studies and English, will serve as the new VP for Diversity.



CNTT Commission

The Provost has created a commission to investigate issues regarding titling and promotion of **Continuing Non-Tenure Track faculty** (CNTT) at UD. A draft report is expected in early Spring 2015.

Promotion and Tenure Workshops

The Women's Caucus partnered with Maggie Andersen, then Interim Vice-Provost for Faculty Affairs and Diversity, to sponsor two mentoring events/P&T panels for associate and assistant professors, respectively.

New ADVANCES

UD has been awarded an **ADVANCE Institutional Transformation** (IT) grant from the National Science Foundation to increase recruitment, retention and advancement of women faculty and women faculty of color at UD, with a special focus on women in science, technology, engineering, and mathematics (STEM). The five-year program also supports a research program on race and gender equity in academia.

New Title IX Coordinator



Susan Groff is now UD's Title IX Coordinator. In this role, Dr. Groff monitors UD's compliance with policies and procedures regarding **sexual discrimination** and ensures that complaints are investigated adequately, reliably, and impartially. She also coordinates training for the campus and provides information on how to deal with sexual harassment and assault.

She is assisted by four Deputy Title IX Coordinators: Adam Cantley (for undergraduates), Richard Stumpf (for athletics), Matt Kinservik (for faculty), and Becki Fogerty (for staff and graduate students).

All contact information can be found at http://www.udel.edu/oei/knowledge-awareness/titleix_coordinators.html.

UD under investigation by the U.S. Department of Education

Along with at least 84 other universities nationwide, the University of Delaware is under investigation by the Department of Education for how it handles **sexual violence and harassment complaints** on campus. These issues fall under the Title IX federal law.

PDI/UDI responsibilities now under VP for Diversity

The **President's Diversity Initiative** was briefly renamed the **University Diversity Initiative** to better reflect that the commitment to diversity issues is institution-wide. Its functions have now been assigned to the office of the **Vice Provost for Diversity**.

DEC on Hiatus in Fall 2014

While UD is developing its new strategic plan "Delaware Will Shine", the administration has decided to suspend the **Diversity and Equity Commission** (DEC). The nine affinity caucuses, including the Women's Caucus, originally organized to support DEC, will continue their work, reporting to the **Office of Equity and Inclusion** (OEI).

Activities 2013-2014

The Women's Caucus continued working with ongoing campus partners, establishing relationships with new groups and administrators on campus, and advancing priority areas established the previous year.

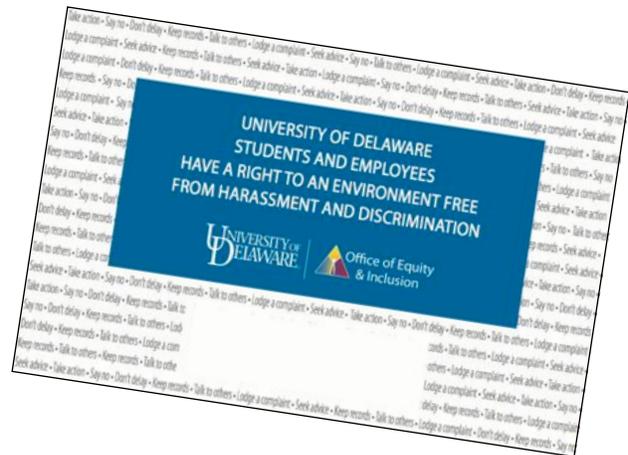
Progress on Last Year's Priorities

- **Leave Policies:** The Leave Policies & Promotional Issues subcommittee continues to research parental leave and sick leave bank models at peer and comparator institutions in order to develop concrete recommendations for Human Resources.
- **Promotional Issues for Staff and Faculty:** The Women's Caucus Board met with **Tom LaPenta, Chief Human Resources Officer**, to share constituents' concerns about sick leave and promotional issues. The Women's Caucus has also invited staff in Human Resources to address these topics at the Fall 2014 membership meeting.

We worked with the **Office of Equity and Inclusion** to collect feedback on parental leave issues, which we presented at an Equity-in-Brief training session in May 2014.

Maggie Andersen, in her role as **Executive Director of the President's Diversity Initiative**, collaborated with the Women's Caucus to plan programs on faculty mentoring and promotion and tenure.

- **Childcare:** Members of the Childcare Subcommittee continue to work with staff at UD's Early Learning Center and Lab Preschool on a campus-wide **childcare survey**. The final survey was disseminated to the UD community in Fall 2014.



- **Ombudsperson:** In response to the Women's Caucus advocacy for a neutral, confidential office to handle inquiries on issues of sexual harassment, racial discrimination, and workplace bullying, the administration has put together informational material describing the various reporting avenues available to victims, including a [brochure](#) from the Office of Equity and Inclusion.

Partnerships

- We continue to work closely with the **Office of Equity and Inclusion**, the **University Diversity Initiative**, and **other caucuses** on issues of mutual concern.
- **John Sawyer, Associate Provost for Institutional Research and Effectiveness**, shared data with the Women's Caucus Board and discussed

ways to make data more useful and accessible to the University community.

- In the coming year, we look forward to establishing a partnership with the new **Vice Provost for Diversity** and the new **Vice Provost for Faculty Affairs**, as well as to continuing to reach out to administrators with portfolios relevant to issues of concern to our constituents.

Disseminating Information

- The Women's Caucus Publications subcommittee continues to publish **annual reports** to share updates with the campus community. All reports are available in the [Women's Caucus website's archive](#).



Mae Carter speaks in her tribute video.

- Our [website](#) recognizes women faculty and staff accomplishments, links to valuable resources for women at UD, and provides access to archived reports and meeting minutes. The site also includes a [video tribute to Mae Carter](#), 2013 Torch Award winner.

Caucus Business

- Two **general meetings** of the Women's Caucus were held on November 19, 2013

and April 24, 2014. A **Spring Social Event** was held on May 1, 2014.

- **Six new Board members** were elected and four Board members were re-elected to another term.
- Faculty co-chair **Rebecca Davis** stepped down after a productive two-year term and was succeeded by **Robin Andreasen**. **Susan Williams** was elected Treasurer and **Megan Gaffney** was elected Secretary.
- The [caucus bylaws](#) were updated to provide for **leaves of absence** from the Board, consistent with our advocacy for family-friendly policies.
- A new subcommittee, **Board Development and Outreach**, was established. The first chair is **Patricia Sloane-White**.
- The third annual **Torch Award for Women's Equity** was presented to **Pam Cook**, Unidel Professor of Mathematical Sciences and associate dean of engineering, for her unparalleled commitment to women, especially in STEM (science, technology, engineering, math) disciplines.



2014 Torch Award Winner Dr. Pam Cook (right) with Dr. Heather Doty (left) and Dr. Lori Pollock (middle)

The Status of Women at the University of Delaware

In this third annual report of the Women's Caucus at the University of Delaware, we present data focused on women including both trend data, which reflects where we've been, and point-in-time data, which highlights where we are now, providing an overview of the status of women at UD. The views, opinions, and content of this publication are those of the authors and contributors and do not necessarily reflect the views, opinions, or policies of UD and should not be construed as such.

Note: All data presented in this section represents Fall 2013 conditions, unless otherwise noted.

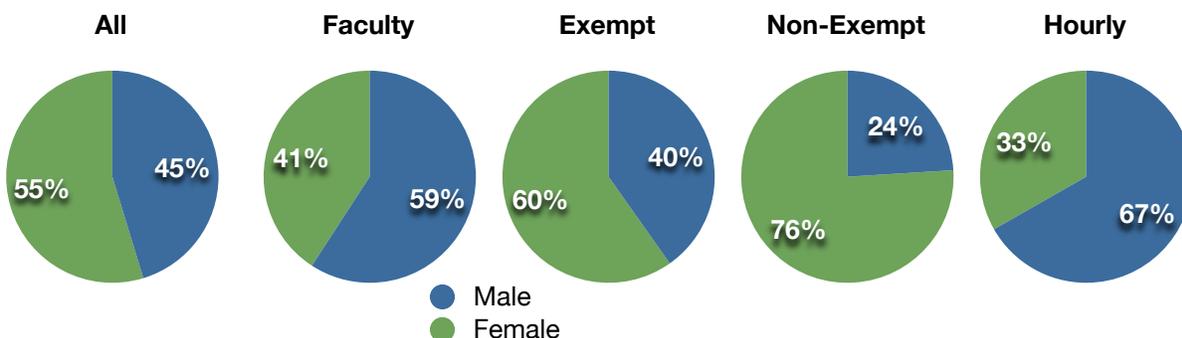
University Workforce Characteristics

In pursuit of its mission, the University of Delaware employs a varied workforce – faculty, exempt (formerly called “professional staff”), non-exempt (formerly called “salaried staff”), and hourly workers.

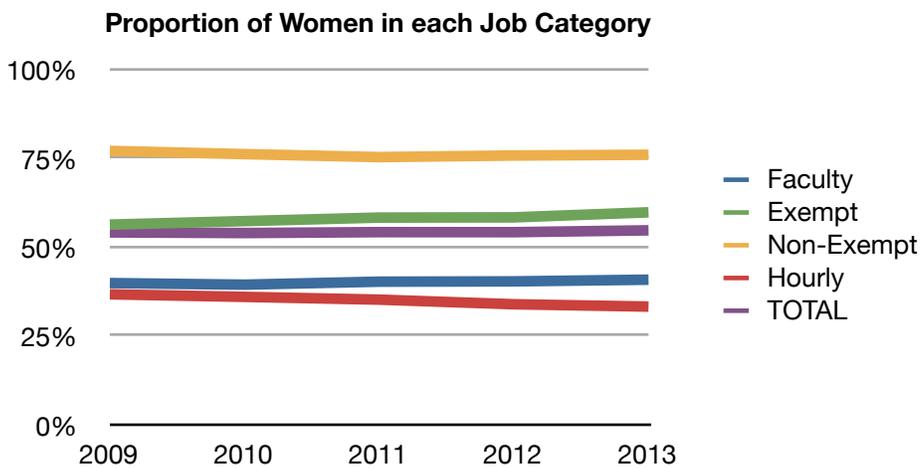
All Employees at UD, 2013



The gender distribution within each of these categories of worker is not equal. Women comprise just over half (54.7%) of the University's employees overall, yet women tend to be employed at smaller proportions (40.8%) than men in faculty positions. Women comprise 59.8% of the University's exempt employees, but women are the overwhelming majority (76.0%) of personnel in non-exempt positions, while men dominate the hourly positions (66.7%).



The trend for the gender distribution among job category within UD has been flat since 2009.



University Leadership

Board of Trustees

As provided in the Charter of the University of Delaware, "the Board of Trustees shall have the entire control and management of the affairs of the University." The Board is composed of 4 ex-officio members, 8 members selected by the governor, and 20 members elected by the board itself. As of March 2014, women represented 25% of the board. The gender composition among the 4 officers, on the other hand, showed a 50/50 split.

University Administration

The number of women in leadership positions across the University of Delaware is an indicator of the status of women on campus. The presence or absence of women from such positions of power impacts both access to knowledge of the system and understanding of institutional processes. Gender equity within the leadership of University administration is most highly reflected at the level of college administration.

In May 2014, 16 individuals were identified as "Administrative Leaders" within the University by the Office of Institutional Research & Effectiveness. This category of leadership includes the president; vice presidents and treasurer; the provost; vice and deputy provosts; and director of athletics and recreation services. In this classification, 6 individuals (37.5%) were women; 10 (62.5%) were men. There are 7 deans who make up the "College Administration" category. As of May 2014, 3 of the 7 deans, or 42.9%, are women.

The next level of university administration includes department chairpersons and academic center directors. In Fall 2013, 64 faculty members were classified as chairpersons/academic center directors. Of these, 31.3% were women. The number of women department chairpersons has grown from 12 (24.5%) in 2004 to 15 (29.4%) in 2013. Women academic

center directors have also grown in number, from 2 in 2004 to 5 in 2013, but not as a proportion of the whole (40% in 2004 to 38.5% in 2013).

Faculty

In Fall 2013, there were 1,254 faculty members employed at UD. Faculty composition with respect to gender varies by both position and by college.

Tenure-track/tenured

In the last twenty years, the University of Delaware has made significant progress in increasing the representation of women at all ranks among tenured and tenure-track faculty. In 1993, 11.6% of full professors at UD were women; as of Fall 2013, women comprised 27.1% of full professors. Women faculty at the associate rank increased from under 30% in 1993 to 39.8% in 2013. Faculty at the assistant rank are most closely split evenly in the tenure-track positions. In 1993, 44.6% of assistant rank faculty members were women. This percentage decreased to 31.4% in 2002 and is now back up to 50.3% in 2013.

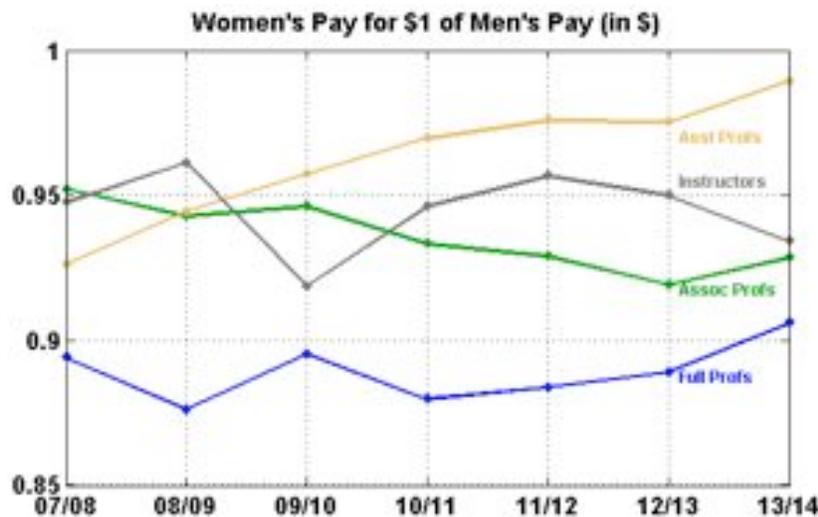
Non-tenure-track

The percent of women faculty is higher in almost every college when we consider non-tenure track faculty (the exception being College of Engineering). The table shows the statistics for full-time faculty on October 1, 2013. (There were an additional 50 part-time faculty.)

College	# Women TT Faculty	% Women TT Faculty	# Women Non-TT Faculty	% Women Non-TT Faculty	# Women All Faculty	% Women All Faculty
Agriculture & Nat. Resources	19	27%	6	46%	25	30%
Arts & Sciences	159	38%	89	56%	248	43%
Business & Economics	27	27%	10	37%	37	30%
Earth, Ocean & Environment	14	25%	4	57%	18	28%
Education & Human Devt	32	60%	22	73%	54	65%
Engineering	19	15%	3	14%	22	15%
Health Sciences	45	67%	18	72%	63	68%
Non-College Affiliated	10	36%	1	33%	11	35%
UNIVERSITY	325	35%	153	54%	478	40%

Average salary

Trends over time, including the most recent 2013/14 academic year data, indicate that women continue to earn less on average than men of the same rank across all ranks of educators (i.e., full professors, associate professors, assistant professors & instructors). Salary differences are greatest between men and women full professors, with men earning an average of \$14,100 annually more than women; this equates to women earning \$0.91 for every one dollar of men's pay. Differences between average annual salary for associate professors (\$7,400) and instructors (\$4,700) were also meaningful. Although still not equal, assistant professors' pay displayed the greatest parity in terms of average salary: a difference of \$900 annually or women earning \$0.99 for every \$1.00 of men's pay.



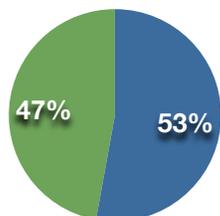
Staff

Data on the status of female staff at UD continue to be limited. Women fill a higher proportion of non-exempt (formerly "salaried") staff positions than of exempt (formerly "professional") staff positions. In Fall 2013, there were 841 non-exempt employees at UD. 639 (76.0%) were women; 202 (24.0%) were men. Further, there were 1,691 exempt employees at UD. 1,011 (59.8%) were women; 680 (40.2%) were men.

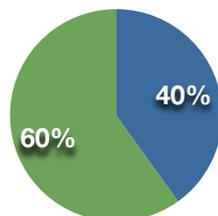
Examining gender composition of staff within several category classifications show disparities based on position-type. In 2011 (the latest data available to us with this break-down), just under half (47.2%) of executive/administrative/managerial staff were women. Professional non-faculty staff were 59.9% women. Almost half (49.2%) of service maintenance staff were women, and women made up approximately one-third (36.7%) of technical/paraprofessional staff. The largest gender disparities exist in the categories of secretarial/clerical staff (92.6% women) and skilled crafts (3.6% women).

Fall 2011 Staff Makeup

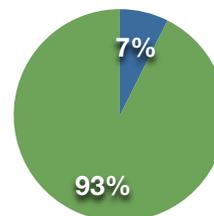
Executive/Admin/Managerial



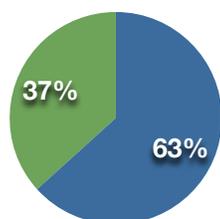
Professional Non-Faculty



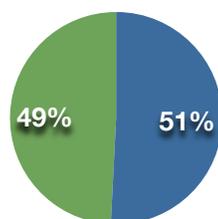
Secretarial/Clerical



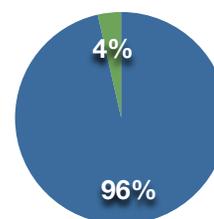
Technical/Paraprofessional



Service/Maintenance



Skilled Crafts



● Male
● Female

Trends in each of these categories show little change in gender division between 2004 and 2011.

Students

Undergraduate students

In 2013, female students made up 57.5% of the University's undergraduate enrollment, excluding the Associates in Arts and Continuing Studies programs. While females tend to be over-represented in colleges such as Education & Human Development (94.1%) and Health Sciences (78.4%), they are under-represented in Engineering (21.7%) and Business & Economics (42.7%).

Data on entering cohorts of first-time, full-time, first-year undergraduates on the Newark campus indicate that retention rates among female and male students are similar. However, female students as a group are more likely than male students to graduate within 4 years. Further, female students also graduate at larger percentages than male students within their cohort at 5 and 6 years from entry.

Graduate students

In 2013, there were 3,679 graduate level students enrolled at UD. 1,853 (50.3%) were female; 1,825 (49.6%) were male; 3 were unknown. The patterns across colleges are similar to those seen for undergraduate students, although women are less well represented among graduate students across the board, except in the Colleges of Engineering and of Business and Economics.

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Note: Students with multiple majors are counted under each college, so that the sum of the college counts will be higher than the total number of unduplicated students.

College	# Women Undergrads	% Women Undergrads	# Women Grad Stud.	% Women Grad Stud.
Agriculture & Nat. Resources	492	67.5%	105	54.4%
Arts & Sciences	3921	63.4%	601	54.6%
Business & Economics	1241	42.7%	306	46.5%
Earth, Ocean & Environment	200	54.9%	63	47.7%
Education & Human Devt	972	94.1%	232	72.7%
Engineering	513	21.7%	237	26.5%
Health Sciences	1864	78.4%	316	78.2%
UNIVERSITY	9707	57.5%	1852	50.3%

Conclusions

This report has examined the status of women leaders, faculty, staff, and students at the University of Delaware. Overall, some improvement is detailed in the status of women at UD in recent years. For example, more women are now in leadership roles than in the past, and women are slightly less under-represented in faculty positions.

Despite improvements, inequalities remain across many indicators for women at UD. Salary inequities are present for all ranks of educators, from full professor to instructor level. Women continue to be under-represented in various leadership roles, across faculty ranks and disciplines, and within many student majors (particularly STEM fields).

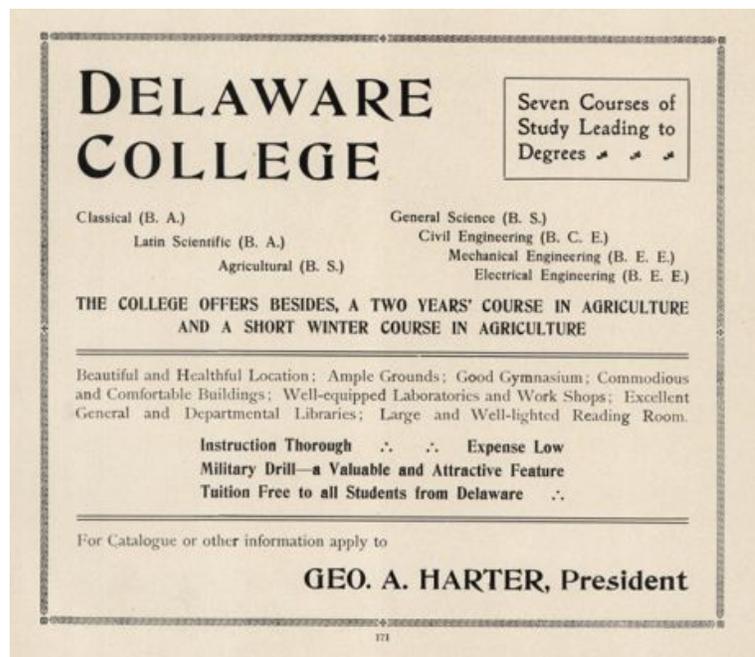
While outside factors and underlying causes such as socialization and marginalization contribute to these imbalances, a continued focus on addressing inequities – such as lack of access to advanced positions, leadership opportunities or salaries – for women within academia is one aspect of crafting a long-term solution.

100 Years of Higher Education for Women in Delaware

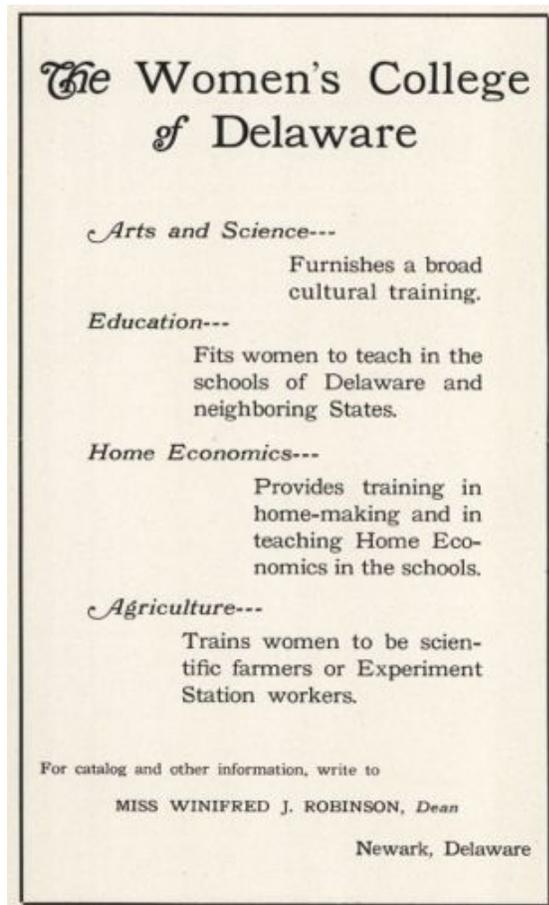
This year, 2014, marks the 100th anniversary of the founding of the Delaware Women's College. Providing access to higher education for women in Delaware was first attempted in 1872 when, following a national trend toward co-education, the Board of Trustees at Delaware College passed a resolution allowing the admittance of women. That fall, six women entered the freshman class and in June of 1875, three of these women graduated. While many of the faculty and students supported co-education, several board members were concerned that the school's resources were already inadequate. They feared that the admission of women might discourage men from attending the College and that the infrastructure necessary for the admission of women could deplete funds further. Delaware College president William Purnell was a strong proponent of women's education and deemed the inclusion of female students at Delaware College necessary to increase the number of potential students.

The women who attended Delaware College during this time were aware that co-education was tenuous and viewed by many administrators as experimental. About half of the women were from Newark, often members of prominent families or daughters of faculty. The women were required to live in private homes, since no dormitories were available to house them. While initially there were no extracurricular activities for women, in most other respects, the college experience of female students was comparable to that of males.

Following an initial surge, the number of women enrolled began to decline in the late 1870s and was a factor in the Board of Trustees' vote to abolish co-education in 1885 following the resignation of Dr. Purnell. In total, eighty-one women attended the College during the time of co-education and thirty-two of them graduated. Female students would not return to Delaware College for almost another 30 years.



*Advertisement in the 1903 yearbook for Delaware College
The Derelict*



Advertisement in the 1918 yearbook for the Women's College of Delaware The Chronicle

By the early years of the 20th century, mounting pressure from the surrounding community, including Delaware College students and members of various local women's clubs, led the Board of Trustees to reconsider admitting women to the College. Many Board members feared that Delaware College lacked the physical and financial resources to support co-education, and also feared that the state would support and charter a separate women's college that might compete for state and federal funds. These concerns led to the establishment of the Women's College, to be affiliated with Delaware College and located approximately a half mile away from the Delaware College campus in Newark.

In 1913, Winifred Robinson was selected to become the first Dean of the Women's College. Robinson received a Ph.D. in botany from Columbia University in 1912 and had previous experience in both administration and teaching. She held strong views regarding the most effective organization, curriculum, and social/living arrangements for women's colleges. A dynamic leader, Robinson shaped the lives of women on this campus for years to come.

In 1914, construction was completed on two buildings that would constitute the Women's College. Science Hall, renamed Robinson Hall in 1940 in honor of Winifred Robinson, was used as a classroom and laboratory building. Residence Hall was constructed as a dormitory. Now known as Warner Hall, the dormitory was renamed in 1940 to honor the work of Emalea Pusey Warner, who played a significant role in the founding of the Women's College.

Warner came from a prominent Wilmington family and was a member of several civic organizations. Her interest in allowing women access to higher education led to her involvement in the founding of the Women's College. Warner used her social



Dr. Winifred Robinson, 1920

and civic connections to organize support for the creation of the school. Once the establishment of the Women's College became a reality, Warner assisted Dean Winifred Robinson in recruiting students and acquiring funding. In recognition of her work, in 1928, she was the first woman appointed to the university's Board of Trustees.

Fifty-eight women, taking courses in the Arts and Sciences, Education, and Home Economics, were enrolled in the Women's College when it opened in September 1914. Winifred Robinson envisioned the Women's College serving a role akin to a finishing school. As a result, in addition to intellectual growth, rules for social conduct were established. Robinson also created a student government system that provided the women with a voice and allowed them to participate in shaping various aspects of student life at the Women's College. Under Robinson's direction, the Women's College expanded its campus, provided students with a wide array of classes and extracurricular activities, and grew to a total enrollment of approximately 300 students.



The students of the Women's College, 1919.

Enrollment at the Women's College expanded faster than buildings could be constructed. A second residence hall constructed in 1918 failed to solve space constraints. A residence hall and a dining hall were both constructed in 1926, also in response to an increase in enrollment at the Women's College.

As the Women's College expanded, a noticeable shift from parallel education between the two institutions to co-education occurred. In 1921, Delaware College and the Women's

College were joined as the University of Delaware. While both colleges were considered separate entities with separate campuses and facilities and interaction between male and female students was limited to social events such as dances and other student activities, small efforts were made to incorporate the two colleges. A small number of co-education classes were available in the summer months, when the number of students on campus was small. Many of the faculty of Delaware College also taught classes at the Women's College, particularly in the early years of the institution. Memorial Hall was built in 1924 to be used as a library by both Delaware College and the Women's College, and it was considered the dividing point between the men's and women's campuses.



Memorial Hall

Throughout the 1930s campus construction continued to span the distance between the men's and women's campuses. After the University of Delaware was established in 1921, Administrators and the Board of Trustees began discussing an academic reorganization based on discipline rather than gender. Women's College faculty opposed co-education, arguing that female students would be deprived of leadership opportunities in extracurricular and student government activities. Conversely, members of the University's Board of Trustees suggested that integration would both reduce costs and allow faculty the free time necessary to pursue research and to teach advanced courses rather than teaching identical basic level courses to male and female students separately.

In September of 1944, the Board of Trustees voted to reorganize and incorporate the Women's College into the University of Delaware. At the time, men's enrollment was dwindling, with only 15 to 18 students per class, whereas women's enrollment continued to be robust, graduating almost 60 seniors in 1945.

Effective July 2, 1945, the Women's College ceased to exist, and the University of Delaware became fully co-educational. The 1950s and 1960s showed a dramatic increase in student enrollment with almost 8,000 students added between 1950 and 1970. While student enrollment increased for both men and women, the number of women faculty members

declined sharply as members of the Women's College faculty retired and were largely replaced by male faculty. Also, as was initially feared with co-education, female students lost opportunities to participate in leadership roles across campus. In response, women students formed the Association of Women Students in the early 1960s to encourage scholarship and growth among women as well as promoting leadership positions for women.

By the early 1960s, overall female enrollment was virtually equal to male enrollment. Female students gravitated toward specific disciplines such as home economics and teaching, while male students dominated the sciences and business disciplines. In the 1970s and 1980s, women made inroads to traditionally male disciplines such as engineering, business, and economics.

A shift from same-sex dormitories to co-ed residence halls began in the 1960s and has continued to the present. Starting in 1968, with the presidency of E. Arthur Trabant, efforts were made toward more equal treatment of male and female students. Student life regulations were changed to place fewer restrictions on women's behavior and to increase interaction and parity between the sexes.

Beginning in the early 1970s, the University sought to address the gender inequality among faculty and administrators that had plagued the University since the beginning of co-education. Until that time, women faculty were largely non-tenured and were paid less than male counterparts. In 1971, of 127 full professor positions, only four were women. By 1990, thirty-three percent of full-time and part-time faculty were women while throughout the 1980s, women faculty with tenure increased by almost five percent.



Today, the original Women's College campus has been fully integrated into the University of Delaware campus. Female students represent a majority among undergraduates and a slight majority among graduate students. The tireless efforts of Dean Robinson and Emalea Pusey Warner to establish the Women's College, and the numerous women who continued the struggle to expand opportunities for women, both students and faculty, at the University of Delaware have born fruit.

Further Reading:

Carol E. Hoffecker, *Beneath Thy Guiding Hand: A History of Women at the University of Delaware* (1994): <http://www.udel.edu/PR/hoffecker/foreword.html>

John A. Munroe, *The University of Delaware: A History* (1986): <http://www.udel.edu/PR/munroe/>

Kudos

The Women's Caucus congratulates the following women on their fantastic accomplishments between July 1, 2013 and October 17, 2014. **CONGRATULATIONS!**

Thank you to UDaily for highlighting and archiving these achievements. We did our best to include everyone, but this is inherently difficult at such a large university. Sorry if we missed you! Please let us know at womenscaucus@udel.edu of any additions to our ongoing list.

[Lindsay Hoffman, Robin Andreasen, Zoubaida Dagher, and Michela Taufer](#) are among the co-PIs awarded an NSF grant to research global issues in STEM research.

[Angelia Seyfferth](#) has been awarded an NSF Career award.

[Lisa Sorantino](#) has been named the University of Delaware's Human Resources Liaison of the Quarter for the third quarter of 2014.

UD was awarded an [NSF ADVANCE IT](#) award with **Pam Cook, Robin Andreasen,** and **Heather Doty** as co-PIs.

[Kristi Kiick](#) has been selected as a 2014 Fellow of the American Chemical Society.

Patricia Sloane-White received a Fulbright Specialist award to collaborate with faculty and PhD students in the Faculty of Business and Accounting at the University of Malaya on the subject of the Islamic Economy.

[Pam Green and Cathy Wu](#) have been included as top scientists in the Thomson Reuters Highly Cited Researchers list.

[Cathy Ciolek](#) has received the Lucy Blair Service Award from the American Physical Therapy Association.

[Stephanie Kerschbaum](#) has been named a recipient of a 2014-15 American Association of University Women (AAUW) Postdoctoral Research Leave Fellowship.

[Wendy McFarlane](#) has been named the Colonial Athletic Association Coach of the Year for the 2014 season.

[Tyrese Johnson](#) has been named the University of Delaware's Human Resources Liaison of the Quarter for the second quarter of 2014.

[Jessica Edwards and Melissa lanetta](#) have been named CTAL Faculty Scholars.

[Roberta Golinkoff](#) has been awarded a major grant from the Institute of Education Sciences to explore the effect of developing spatial skills in preschoolers.

[Dawn Elliot](#) has been awarded a major NIH grant to explore tissue engineering research.

[Catherine Grimes](#) has been named a Pew Scholar in the Biomedical Sciences.

The following [women faculty](#) were promoted this spring: **Kalmia Kniel, Julie Hubbard, Lauren Petersen, Beth Morling, Dannagal Young, Yvonne Ou, Amy Griffin, Darcy Reisman, Xiaoxia Lou, Holly Michael, Anja Nohe, Donna Woulfe, Amy Shober, Wendy Smith, Miranda Wilson,**

[Kelebogile Setiloane](#) has been awarded the Carnegie African Diaspora Fellowship.

[Melissa lanetta](#) was awarded the College of Arts and Sciences' Excellence in Service Award.

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[Christine Cucciarre](#) was awarded the College of Arts and Sciences' Outstanding Teaching Award.

[Karla Bell](#) has been awarded the Louis L. Redding Diversity Award.

[Angela Seguin](#) has been awarded the E. Arthur Trabant Award for Women's Equity.

[Carol Henderson](#) has been named Vice Provost for Diversity.

[Martha Buell](#) has been selected as a 2014 Salzburg Global Fellow.

[Diane M. Rudolphi and Laura Simmering Glass](#) have been awarded UD's 2014 Excellence in Advising and Mentoring Award.

[Iris Busch, Debra Gassner Dragone, and Dannagal Goldthwaite Young](#) have been awarded UD's 2014 Excellence in Teaching Award.

[Wendy Bellion](#) has been awarded the Smithsonian American Art Museum's 2014 Charles C. Eldredge Prize for Distinguished Scholarship in American Art for her book *Citizen Spectator: Art, Illusion, and Visual Perception in Early National America*.

[Eve Buckley](#) has received a Summer Stipend grant from the National Endowment for the Humanities (NEH) to support her research on drought, science and social progress in Brazil.

[Barbara Habermann](#) has been named the Nannie Longfellow Professor of Nursing Science.

[Carla Guerrón Montero](#) received a Fulbright Award to study descendants of Brazil's slaves who are opening their communities to tourism.

[Nayantara Bhatnagar](#) has received a 2014 Sloan Research Fellowship.

[Linda Gottfredson](#) has been presented with a Lifetime Achievement Award by the International Society for Intelligence Research.

[Bonnie Meszaros](#) has been named a First State Saves Saving Star, awarded by Gov. Markell.

[Adrienne Lucas](#) has achieved the 27th position among the top 100 young economists globally active since 2009.

[Jennifer Biddle](#) has been named a 2013-14 Distinguished Lecturer with the U.S. Science Support Program.

[Pam Cook](#) has been named the [Unidel Professor of Mathematical Sciences](#) and been elected president of the Society for Industrial and Applied Mathematics (SIAM).

[Kristine Coll](#) was awarded UD's John Warren Excellence in Leadership and Service Award in 2013 for her work in restructuring College of Education and Human Development undergraduate and graduate student support services.

[Annette Giesecke](#) has been named the Archaeological Institute of America's (AIA) Jashemski Lecturer for 2013-14.

[Amanda Jansen](#) was presented the 2014 Early Career Award by the Association of Mathematics Teacher Educators (AMTE).

[Tara Jo Manal](#) received the Lucy Blair Service Award from the American Physical Therapy Association (APTA).

[Deborah Delaney and Megan Wenner](#) received UDRF awards to support their research.

[Megan Gaffney](#) and [Deborah Ryszka](#) were elected to American Library Association division posts.

[Marsha Dickson](#) has been named the Irma Ayers Professor of Human Services.

Priorities

In spite of the tremendous strides the University of Delaware has made in improving work and study conditions for women on campus over the last 100 years, every year our constituents raise many issues that they would like to see addressed. The following topics have been identified as priorities for the 2014-2015 academic year. Work in other areas will continue as well, including advocacy on "family friendly" leave policies and transparency in the promotion process for staff and faculty. We will also produce a new Annual Report.

Childcare

Access to high-quality, affordable, and convenient childcare continues to be a challenge for many University employees as well as students. The Women's Caucus seeks to develop specific policy and action recommendations for the administration. In preparation, we are conducting a survey of the University community to assess the current and anticipated needs and available options. The analysis of the results is expected to be completed by Fall 2015.

Institutional Culture

All women at UD should feel safe and valued, free from sexual harassment, racial discrimination, or workplace bullying. Inevitably, problems arise in such a large and diverse community, and it is important that processes are in place to deal with them appropriately and that UD take reasonable precautions to prevent them. The Women's Caucus is committed to identifying issues of workplace culture that negatively affect women at UD and to developing policy proposals to address them.

Improved Communication

The Women's Caucus frequently advocates for better information-sharing between the UD administration and our constituents. Following our own advice, we have revamped our website and aim to make it more user friendly and informative. We will also be experimenting with new strategies to reach out to those groups of our constituency whom we do not hear from regularly.

We also look forward to establishing a partnership with the new VP for Diversity. That office has provided the following description of its role, indicating many shared goals with the Women's Caucus:

Our University is committed to embracing a diverse and inclusive campus that reflects our collective views, experiences, capabilities, cultures, aspirations, and ultimately our commitment to excellence. Dr. Carol Henderson was appointed by the Provost to lead that pledge--and to promote and cultivate the success of this important goal--in the newly created role of Vice Provost for Diversity. While diversity and inclusion remain the collective responsibility of the entire campus, the objectives of the



President's Diversity Initiative and the University Diversity Initiative have been subsumed by this office and the task for overseeing and promoting diversity efforts on campus will now be coordinated by the Vice Provost for Diversity. In this role, the Vice Provost provides strategic leadership in advancing diversity as an institutional value and academic priority in all facets of the academic community. The Vice Provost works closely with senior leaders and leadership to develop, promote, and implement initiatives that cultivate a campus climate that is welcoming, equitable and inclusive, and she assists institutional leaders in developing plans for accountability centered on faculty and student diversity, recruitment, and retention. In addition to helping academic units enhance their

curricular offering so that they reflect diversity as a visible and intellectual practice, the Vice Provost also maintains relationships with universities, community organizations and other relevant groups to advance and expand access opportunities within higher education.



About the Women's Caucus

Mission:

To advocate for positive change on issues of concern to women at the University of Delaware.

The Women's Caucus will carry out its mission by

- ◆ raising awareness of women's issues, especially those of gender inequity;
- ◆ promoting the consistent adherence to University policies that advance gender equity;
- ◆ advocating for the adoption of new or revised University policies that advance gender equity;
- ◆ providing a confidential and safe forum for the discussion of issues important to women at the University of Delaware; and
- ◆ working in collaboration with other caucuses and groups on issues of common concern.

Leadership

The Caucus is governed by the membership-at-large and has a volunteer Board of Directors, which currently numbers sixteen people, including two co-chairs:



Christine Scheirer is a 2009 graduate from the University of Delaware and works in the Office of Annual Giving as Assistant Director of Reunions & Classes. Prior to her time in the Office of Annual Giving, she worked in the Office of Alumni Relations for five years coordinating Alumni Weekend and Homecoming week.

Robin Andreasen is an associate professor in the Department of Linguistics and Cognitive Science and the research director for UD-ADVANCE. She received her PhD in Philosophy from the University of Wisconsin-Madison and began her faculty position at UD in 1999. In her research, Andreasen focuses on the philosophy of social science, with an emphasis on race and gender equity.



Board of Directors

Robin Andreasen (Co-Chair)

Associate Professor, Linguistics & Cognitive Science

Elizabeth (Bess) Davis

Program Coordinator, Center for the Study of Diversity, Center for Global and Area Studies

Rebecca L. Davis

Associate Professor, History

Heather Doty

Assistant Professor, Mechanical Engineering

Jodi Drake

Administrative Assistant, Honors Program

Megan Gaffney (Secretary)

Associate Librarian, University Library

Karren Helsel-Spry

Administrative Assistant, Faculty Senate

Helga Huntley

Assistant Professor, Marine Science and Policy

Stephanie Kerschbaum

Assistant Professor, English

Shannon Lennon-Edwards

Assistant Professor, Behavioral Health and Nutrition

Tiara Malcom

Assistant Coach, Women's Basketball

Elaine Salo

Associate Professor, Political Science & International Relations

Christine Scheirer (Co-Chair)

Assistant Director, Alumni Relations

Regina Sims

Assistant Professor, Nursing

Patricia Sloane-White

Associate Professor, Anthropology

Susan Williams (Treasurer)

Assistant to the President

How to Get Involved

The Women's Caucus carries out most of its work in working groups, focusing on specific priority issues, in addition to standing subcommittees. Currently, there are active groups dealing with **Childcare, Leave Policies & Promotional Issues, Institutional Culture, Board Development & Outreach, Website,** and **Publications.**

If you want to learn more about our activities, sign up for a working group, volunteer, or simply join the conversation, please contact us at womenscaucus@udel.edu.

If this level of involvement does not satisfy your passion, please consider **running for the Board:** Elections are held every spring semester for staggered three-year terms. Contact us at the above e-mail address for more details.

Tables and Additional Charts

We would like to thank John Sawyer, Kathleen Collison, and the rest of the staff at the Office of Institutional Research and Effectiveness (IR) for providing most of the data shown below. Much of the diversity data can be found at <http://www.udel.edu/IR/diversity/>. Salary data are not available directly from UD; we relied on those published by The Chronicle of Higher Education based on the annual AAUP survey (see <http://chronicle.com/article/2013-14-AAUP-Faculty-Salary/145679/#id=130943>).

FULL-TIME FACULTY: Tenure-Track/Tenured

Fall	Full Professors			Associate Professors			Assistant Professors			All Tenure-Track Professors			
	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	
2004	320	96	23.1%	194	104	34.9%	120	74	38.1%	634	274	30.2%	
2005	308	96	23.8%	194	105	35.1%	112	83	42.6%	614	284	31.6%	
2006	313	101	24.4%	198	108	35.3%	118	87	42.4%	629	296	32.0%	
2007	320	104	24.5%	203	103	33.7%	99	89	47.3%	622	296	32.2%	
2008	322	109	25.3%	202	107	34.6%	97	85	46.7%	621	301	32.6%	
2009	322	111	25.6%	202	114	36.1%	84	79	48.5%	608	304	33.3%	
2010	324	109	25.2%	200	122	37.9%	85	78	47.9%	609	309	33.7%	
2011	333	116	25.8%	186	119	39.0%	93	88	48.6%	612	323	34.5%	
2012	332	111	25.1%	190	123	39.3%	86	86	50.0%	608	320	34.5%	
2013	331	123	27.1%	183	121	39.8%	80	81	50.3%	594	325	35.4%	
Avg Annual Change	9 yrs	1.22	3.00	0.45%	-1.22	1.89	0.54%	-4.44	0.78	1.35%	-4.44	5.67	0.58%
	5 yrs	1.80	2.80	0.36%	-3.80	2.80	1.03%	-3.40	-0.80	0.72%	-5.40	4.80	0.54%

Note: Faculty counts include department chairpersons and center directors.

Source: HR Official Extract from OIR (Summer 2014)

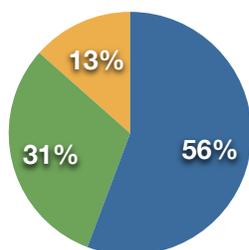
Chairpersons and Center Directors

Fall	Chairpersons			Center Directors			All Chairs & Directors			Assoc/Full Professors	
	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	% Female	
2004	37	12	24.5%	3	2	40.0%	40	14	25.9%	28.0%	
2005	35	13	27.1%	3	2	40.0%	38	15	28.3%	28.6%	
2006	34	13	27.7%	7	6	46.2%	41	19	31.7%	29.0%	
2007	36	14	28.0%	7	5	41.7%	43	19	30.6%	28.4%	
2008	35	14	28.6%	7	6	46.2%	42	20	32.3%	29.2%	
2009	32	15	31.9%	7	5	41.7%	39	20	33.9%	30.0%	
2010	34	18	34.6%	7	5	41.7%	41	23	35.9%	30.6%	
2011	35	13	27.1%	7	4	36.4%	42	17	28.8%	31.2%	
2012	36	14	28.0%	7	5	41.7%	43	19	30.6%	31.0%	
2013	36	15	29.4%	8	5	38.5%	44	20	31.3%	32.2%	
Avg Annual Change	9 yrs	-0.11	0.33	0.55%	0.56	0.33	-0.17%	0.44	0.67	0.59%	0.46%
	5 yrs	0.20	0.20	0.17%	0.20	-0.20	-1.54%	0.40	0.00	-0.20%	0.60%

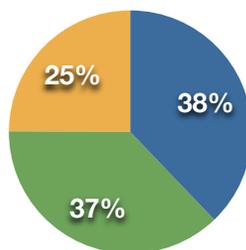
Note: Not all center directors are tenure-track/tenured.

Source: HR Official Extract from OIR (Summer 2014)

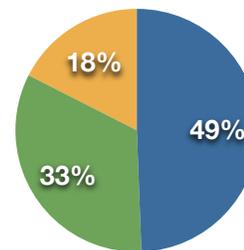
2013 Male Faculty



2013 Female Faculty



2013 ALL TT Faculty



● Full
● Associate
● Assistant

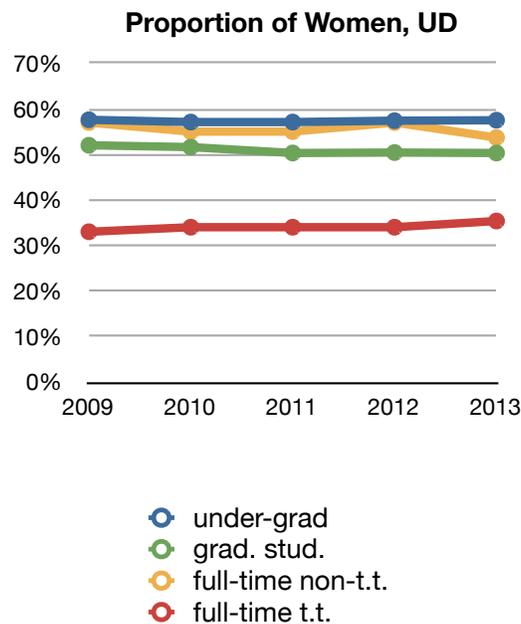
Proportion of Female Students and Faculty by College

Fall	Agriculture & Natural Resources				Arts & Sciences				Business & Economics				Earth, Ocean & Environment				Education & Human Development			
	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.
2009	61.9%	52.5%	39%	23%	61.4%	57.1%	62%	35%	43.7%	42.5%	44%	22%	48.3%	51.3%	50%	18%	94.4%	70.9%	72%	56%
2010	63.0%	59.4%	33%	25%	61.9%	56.1%	61%	37%	42.4%	44.2%	39%	24%	52.0%	51.6%	25%	20%	94.9%	68.7%	54%	58%
2011	63.3%	54.9%	43%	25%	62.4%	54.8%	62%	38%	42.9%	44.9%	43%	25%	52.8%	48.7%	50%	21%	95.0%	69.7%	74%	58%
2012	64.4%	54.0%	46%	27%	63.8%	54.5%	64%	37%	42.9%	48.2%	37%	25%	53.9%	48.7%	40%	20%	94.1%	71.2%	75%	57%
2013	67.5%	54.4%	46.2%	27.1%	63.4%	54.6%	56.0%	37.9%	42.7%	46.5%	37.0%	27.3%	54.9%	47.7%	57.1%	24.6%	94.1%	72.7%	73.3%	60.4%
Change 2009 - 2013	5.6%	1.9%	7.2%	4.1%	2.0%	-2.5%	-6.0%	2.9%	-1.0%	4.0%	-7.0%	5.3%	6.6%	-3.6%	7.1%	6.6%	-0.3%	1.8%	1.3%	4.4%

Fall	Engineering				Health Sciences				UNIVERSITY TOTAL*			
	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.
2009	19.0%	26.9%	0%	13%	74.2%	75.5%	63%	62%	57.6%	52.0%	57%	33%
2010	18.7%	26.2%	13%	17%	78.5%	79.8%	65%	61%	57.1%	51.6%	55%	34%
2011	20.1%	26.0%	11%	18%	78.5%	78.2%	61%	61%	57.1%	50.3%	55%	34%
2012	21.2%	25.2%	10%	16%	78.2%	79.2%	67%	64%	57.4%	50.4%	57%	34%
2013	21.7%	26.5%	14.3%	15.2%	78.4%	78.2%	72.0%	67.2%	57.5%	50.3%	53.7%	35.4%
Change 2009 - 2013	2.7%	-0.4%	14.3%	2.2%	4.2%	2.7%	9.0%	5.2%	-0.1%	-1.7%	-3.3%	2.4%

*Associates in Arts and Continuing Studies Students are not counted here.

Source: CSW Reports, OEI, IR (F&F 2013-2014)



The Women's Caucus at the University of Delaware 2014 Annual Report

Proportion of Female Students and Full-Time Faculty by Department, Fall 2013

	Undergraduate Students			Graduate Students			Full-Time Non-Tenure Track Faculty			Full-Time Tenure-Track Faculty		
	#	# Female	%	#	# Female	%	#	# Female	%	#	# Female	%
AGRICULTURE & NATURAL RESOURCES	715	484	68%	189	103	54%	13	6	46%	70	19	27%
Animal Science & Food Sciences	359	299	83%	32	20	63%	3	2	67%	20	7	35%
Bioresource Engineering	9	1	11%	0	0	--	0	0	--	0	0	--
Entomology & Wildlife Ecology	124	95	77%	29	10	34%	2	1	50%	10	2	20%
Applied Economics & Statistics	125	51	41%	69	46	67%	4	2	50%	14	2	14%
Plant & Soil Science	53	15	28%	53	25	47%	3	1	33%	25	8	32%
Miscellaneous	45	23	51%	6	2	33%	1	0	0%	1	0	0%
ARTS & SCIENCES -- TOTAL	6,080	3,861	64%	1,097	601	55%	159	89	56%	420	159	38%
ARTS & SCIENCES -- ARTS & HUMANITIES	1,515	946	62%	289	196	68%	56	33	59%	163	68	42%
American Material Culture	0	0	--	18	13	72%	0	0	--	1	0	0%
Art	247	194	79%	18	9	50%	1	0	0%	17	9	53%
Art Conservation	32	29	91%	29	26	90%	1	0	--	4	3	75%
Art History	30	25	83%	43	35	81%	0	0	--	13	9	69%
English & University Writing Center	465	337	72%	47	31	66%	14	9	64%	34	14	41%
Foreign Languages & Literatures	178	121	68%	25	18	72%	26	22	85%	23	13	57%
History	339	134	40%	69	44	64%	1	1	100%	32	8	25%
Museum Studies Program	0	0	--	0	0	--	0	0	--	0	0	--
Music	194	99	51%	40	20	50%	11	1	9%	20	6	30%
Philosophy	30	7	23%	0	0	--	1	0	0%	8	1	13%
Theatre	0	0	--	0	0	--	1	0	0%	11	5	45%
ARTS & SCIENCES -- NATURAL SCIENCES	2,367	1,490	63%	506	230	45%	38	22	58%	152	36	24%
Biological Sciences	759	427	56%	90	53	59%	10	8	80%	21	9	43%
Chemistry & Biochemistry	278	136	49%	177	86	49%	5	3	60%	31	6	19%
Linguistics & Cognitive Science	197	175	89%	44	28	64%	0	0	--	9	3	33%
Mathematical Sciences	259	140	54%	63	14	22%	15	7	47%	31	6	19%
Physics & Astronomy	59	8	14%	76	10	13%	1	0	0%	33	2	6%
Psychology	815	604	74%	56	39	70%	7	4	57%	27	10	37%
ARTS & SCIENCES -- SOCIAL SCIENCES	2,195	1,425	65%	225	133	59%	20	14	70%	104	55	53%
Anthropology	52	39	75%	0	0	--	2	2	100%	9	5	56%
Black American Studies	4	2	50%	0	0	--	0	0	--	5	4	80%
Communication	520	396	76%	16	10	63%	3	2	67%	14	8	57%
Fashion & Apparel Studies	341	333	98%	12	12	100%	2	2	100%	8	7	88%
Political Science & International Relations	592	314	53%	44	19	43%	0	0	--	21	6	29%
School of Public Policy & Administration	186	96	52%	111	62	56%	8	4	50%	15	5	33%
Sociology & Criminal Justice	486	231	48%	42	30	71%	1	0	0%	28	16	57%
Women & Gender Studies	14	14	100%	0	0	--	4	4	100%	4	4	100%
ARTS & SCIENCES -- Miscellaneous	3	0	0%	77	42	55%	45	20	44%	1	0	--
English Language Institute	0	0	--	0	0	--	25	16	64%	0	0	--
Miscellaneous	3	0	0%	77	42	55%	20	4	--	1	0	--
BUSINESS & ECONOMICS	3,210	1,410	44%	784	367	47%	27	10	37%	99	27	27%
Accounting & MIS	491	222	45%	90	50	56%	9	5	56%	22	5	23%
Business Administration	887	434	49%	352	136	39%	7	3	43%	32	12	38%
Economics	265	63	24%	88	37	42%	4	1	25%	23	4	17%
Finance	641	186	29%	97	60	62%	2	0	0%	13	4	31%
Hotel, Restaurant & Institutional Management	310	224	72%	25	21	84%	5	1	20%	9	2	22%
Miscellaneous	245	80	33%	0	0	--	0	0	--	0	0	--
EARTH, OCEAN, & ENVIRONMENT	371	201	54%	132	63	48%	7	4	--	57	14	--
Geography	249	131	53%	27	19	70%	2	2	100%	12	5	42%
Geological Sciences	43	21	49%	24	6	25%	1	0	0%	8	3	38%
Marine Science & Policy	79	49	62%	81	38	47%	4	2	--	35	6	17%
Miscellaneous	0	0	--	0	0	--	0	0	--	2	0	0%
EDUCATION & HUMAN DEVELOPMENT	1,023	962	94%	319	232	73%	30	22	73%	53	32	60%
School of Education	576	536	93%	280	196	70%	20	14	70%	35	19	54%
Human Development & Family Studies	447	426	95%	39	36	92%	6	5	83%	15	11	73%
Miscellaneous	0	0	--	0	0	--	4	3	75%	3	2	67%
ENGINEERING	2,338	506	22%	887	234	26%	21	3	14%	125	19	15%
Biomedical Engineering	0	0	--	0	0	--	0	0	--	4	2	50%
Chemical & Biomolecular Engineering	445	115	26%	147	55	37%	2	0	0%	23	2	9%
Civil & Environmental Engineering	549	137	25%	117	36	31%	2	0	0%	24	4	17%
Computer & Information Science	251	24	10%	144	32	22%	7	1	14%	23	6	26%
Electrical & Computer Engineering	304	39	13%	169	35	21%	1	0	0%	20	2	10%
Materials Science & Engineering	0	0	--	78	21	27%	2	0	0%	11	1	9%
Mechanical Engineering	447	65	15%	94	17	18%	3	2	67%	19	2	11%
Miscellaneous	342	126	37%	138	38	28%	4	0	0%	1	0	0%
HEALTH SCIENCES	2,363	1,855	79%	403	315	78%	25	18	72%	67	45	67%
Behavioral Health & Nutrition	626	496	79%	87	80	92%	5	3	60%	18	13	72%
Kinesiology & Applied Physiology	759	492	65%	28	7	25%	1	0	0%	14	4	29%
Medical Laboratory Sciences	178	138	78%	0	0	--	3	2	67%	6	5	83%
School of Nursing	743	678	91%	126	120	95%	14	13	93%	21	20	95%
Physical Therapy	0	0	--	105	72	69%	2	0	--	8	3	--
Miscellaneous	57	51	89%	57	36	63%	0	0	--	0	0	--
OTHER	1,126	622	55%	0	0	--	3	1	33%	28	10	36%
UNIVERSITY TOTAL	17,226	9,901	57%	3,811	1,915	50%	285	153	54%	919	325	35%

*Excludes Associate in Arts and Professional & Continuing Studies.

Source: IR

The Women's Caucus at the University of Delaware 2014 Annual Report

Proportion of Female Full-Time Faculty by Department, Fall 2013

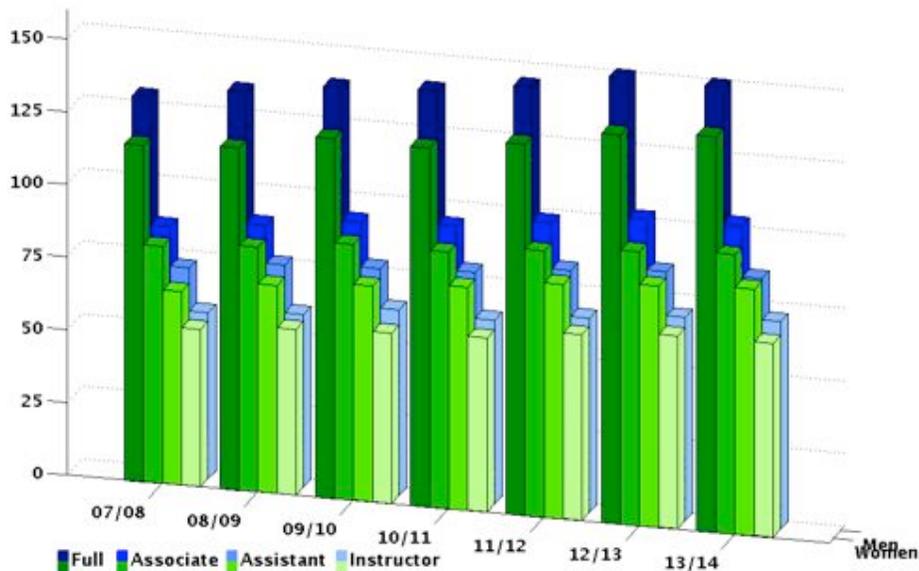
	FT Continuing Non-TT Faculty			FT Temporary Non-TT Faculty			All FT Non-TT Faculty			Full-Time Tenured Faculty			Full-Time Tenure-Track Faculty			All FT TT Faculty		
	# Total	# Female	% Female	# Total	# Female	% Female	# Total	# Female	% Female	# Total	# Female	% Female	# Total	# Female	% Female	# Total	# Female	% Female
AGRICULTURE & NATURAL RESOURCES	11	5	45%	2	1	50%	13	6	46%	57	14	25%	13	5	38%	70	19	27%
Animal Science & Food Sciences	3	2	67%	0	0	--	3	2	67%	16	5	31%	4	2	50%	20	7	35%
Entomology & Wildlife Ecology	2	1	50%	0	0	--	2	1	50%	7	1	14%	3	1	33%	10	2	20%
Applied Economics & Statistics	3	1	33%	1	1	100%	4	2	50%	13	2	15%	1	0	0%	14	2	14%
Plant & Soil Science	3	1	33%	0	0	--	3	1	33%	20	6	30%	5	2	40%	25	8	32%
Miscellaneous	0	0	--	1	0	0%	1	0	0%	1	0	0%	0	0	--	1	0	0%
ARTS & SCIENCES -- TOTAL	144	83	58%	15	6	40%	159	89	56%	353	123	35%	67	36	54%	420	159	38%
ARTS & SCIENCES -- ARTS & HUMANITIES	52	33	63%	4	0	0%	56	33	59%	142	58	41%	21	10	48%	163	68	42%
American Material Culture	0	0	--	0	0	--	0	0	--	1	0	0%	0	0	--	1	0	0%
Art	1	0	0%	0	0	--	1	0	0%	16	8	50%	1	1	100%	17	9	53%
Art Conservation	0	0	--	1	0	0%	1	0	0%	4	3	75%	0	0	--	4	3	75%
Art History	0	0	--	0	0	--	0	0	--	12	8	67%	1	1	100%	13	9	69%
English & University Writing Center	13	9	69%	1	0	0%	14	9	64%	30	10	33%	4	4	100%	34	14	41%
Foreign Languages & Literatures	26	22	85%	0	0	--	26	22	85%	19	11	58%	4	2	50%	23	13	57%
History	1	1	100%	0	0	--	1	1	100%	29	7	24%	3	1	33%	32	8	25%
Museum Studies Program	0	0	--	0	0	--	0	0	--	0	0	--	0	0	--	0	0	--
Music	9	1	11%	2	0	0%	11	1	9%	13	5	38%	7	1	14%	20	6	30%
Philosophy	1	0	0%	0	0	--	1	0	0%	7	1	14%	1	0	0%	8	1	13%
Theatre	1	0	0%	0	0	--	1	0	0%	11	5	45%	0	0	--	11	5	45%
ARTS & SCIENCES -- NATURAL SCIENCES	30	19	63%	8	3	38%	38	22	58%	125	21	17%	27	15	56%	152	36	24%
Biological Sciences	10	8	80%	0	0	--	10	8	80%	17	6	35%	4	3	75%	21	9	43%
Chemistry & Biochemistry	3	2	67%	2	1	50%	5	3	60%	24	3	13%	7	3	43%	31	6	19%
Linguistics & Cognitive Science	0	0	--	0	0	--	0	0	--	9	3	33%	0	0	--	9	3	33%
Mathematical Sciences	11	6	55%	4	1	25%	15	7	47%	25	2	8%	6	4	67%	31	6	19%
Physics & Astronomy	0	0	--	1	0	0%	1	0	0%	31	1	3%	2	1	50%	33	2	6%
Psychology	6	3	50%	1	1	100%	7	4	57%	19	6	32%	8	4	50%	27	10	37%
ARTS & SCIENCES -- SOCIAL SCIENCES	20	14	70%	0	0	--	20	14	70%	85	44	52%	19	11	58%	104	55	53%
Anthropology	2	2	100%	0	0	--	2	2	100%	8	4	50%	1	1	100%	9	5	56%
Black American Studies	0	0	--	0	0	--	0	0	--	4	3	75%	1	1	100%	5	4	80%
Communication	3	2	67%	0	0	--	3	2	67%	12	7	58%	2	1	50%	14	8	57%
Fashion & Apparel Studies	2	2	100%	0	0	--	2	2	100%	7	6	86%	1	1	100%	8	7	88%
Political Science & International Relations	0	0	--	0	0	--	0	0	--	15	4	27%	6	2	33%	21	6	29%
School of Public Policy & Administration	8	4	50%	0	0	--	8	4	50%	12	3	25%	3	2	67%	15	5	33%
Sociology & Criminal Justice	1	0	0%	0	0	--	1	0	0%	24	14	58%	4	2	50%	28	16	57%
Women & Gender Studies	4	4	100%	0	0	--	4	4	100%	3	3	100%	1	1	100%	4	4	100%
ARTS & SCIENCES -- Miscellaneous	42	17	40%	3	3	100%	45	20	44%	1	0	0%	0	0	--	1	0	0%
English Language Institute	22	13	59%	3	3	100%	25	16	64%	0	0	--	0	0	--	0	0	--
Miscellaneous	20	4	20%	0	0	--	20	4	20%	1	0	0%	0	0	--	1	0	0%
BUSINESS & ECONOMICS	23	9	39%	4	1	25%	27	10	37%	75	14	19%	24	13	54%	99	27	27%
Accounting & MIS	8	4	50%	1	1	100%	9	5	56%	18	4	22%	4	1	25%	22	5	23%
Business Administration	5	3	60%	2	0	0%	7	3	43%	24	6	25%	8	6	75%	32	12	38%
Economics	3	1	33%	1	0	0%	4	1	25%	19	2	11%	4	2	50%	23	4	17%
Finance	2	0	0%	0	0	--	2	0	0%	7	1	14%	6	3	50%	13	4	31%
Hotel, Restaurant & Institutional Management	5	1	20%	0	0	--	5	1	20%	7	1	14%	2	1	50%	9	2	22%
EARTH, OCEAN, & ENVIRONMENT	0	0	--	7	4	57%	7	4	57%	44	7	16%	13	7	54%	57	14	25%
Geography	0	0	--	2	2	100%	2	2	100%	8	3	38%	4	2	50%	12	5	42%
Geological Sciences	0	0	--	1	0	0%	1	0	0%	5	1	20%	3	2	67%	8	3	38%
Marine Science & Policy	0	0	--	4	2	50%	4	2	50%	29	3	10%	6	3	50%	35	6	17%
Miscellaneous	0	0	--	0	0	--	0	0	--	2	0	0%	0	0	--	2	0	0%
EDUCATION & HUMAN DEVELOPMENT	24	18	75%	6	4	67%	30	22	73%	44	27	61%	9	5	56%	53	32	60%
School of Education	18	14	78%	2	0	0%	20	14	70%	32	18	56%	3	1	33%	35	19	54%
Human Development & Family Studies	4	3	75%	2	2	100%	6	5	83%	10	7	70%	5	4	80%	15	11	73%
Miscellaneous	2	1	50%	2	2	100%	4	3	75%	2	2	100%	1	0	0%	3	2	67%
ENGINEERING	8	2	25%	13	1	8%	21	3	14%	102	14	14%	23	5	22%	125	19	15%
Biomedical Engineering	0	0	--	0	0	--	0	0	--	1	1	100%	3	1	33%	4	2	50%
Chemical & Biomolecular Engineering	0	0	--	2	0	0%	2	0	0%	19	1	5%	4	1	25%	23	2	9%
Civil & Environmental Engineering	1	0	0%	1	0	0%	2	0	0%	21	3	14%	3	1	33%	24	4	17%
Computer & Information Science	2	0	0%	5	1	20%	7	1	14%	21	6	29%	2	0	0%	23	6	26%
Electrical & Computer Engineering	0	0	--	1	0	0%	1	0	0%	16	0	0%	4	2	50%	20	2	10%
Materials Science & Engineering	1	0	0%	1	0	0%	2	0	0%	10	1	10%	1	0	0%	11	1	9%
Mechanical Engineering	2	2	100%	1	0	0%	3	2	67%	13	2	15%	6	0	0%	19	2	11%
Miscellaneous	2	0	0%	2	0	0%	4	0	0%	1	0	0%	0	0	--	1	0	0%
HEALTH SCIENCES	17	11	65%	8	7	88%	25	18	72%	49	32	65%	18	13	72%	67	45	67%
Behavioral Health & Nutrition	5	3	60%	0	0	--	5	3	60%	12	8	67%	6	5	83%	18	13	72%
Kinesiology & Applied Physiology	1	0	0%	0	0	--	1	0	0%	11	2	18%	3	2	67%	14	4	29%
Medical Laboratory Sciences	3	2	67%	0	0	--	3	2	67%	5	5	100%	1	0	0%	6	5	83%
School of Nursing	7	6	86%	7	7	100%	14	13	93%	16	16	100%	5	4	80%	21	20	95%
Physical Therapy	1	0	0%	1	0	0%	2	0	0%	5	1	20%	3	2	67%	8	3	38%
OTHER	3	1	33%	0	0	--	3	1	33%	28	10	36%	0	0	--	28	10	36%
UNIVERSITY TOTAL	230	129	56%	55	24	44%	285	153	54%	752	241	32%	167	84	50%	919	325	35%

Source: HR Official Extract from OIR (Summer 2014)

Average Salary: All Full-Time Instructional Employees (AAUP data)

UD		Full Professors	Associate Professors	Assistant Professors	Instructor
2007/2008	Women	\$115,600	\$81,500	\$66,500	\$54,100
	Men	\$129,300	\$85,600	\$71,800	\$57,100
	ALL	\$126,000	\$84,200	\$69,100	\$54,900
	Ratio	\$0.89	\$0.95	\$0.93	\$0.95
2008/2009	Women	\$117,500	\$84,000	\$71,500	\$57,000
	Men	\$134,100	\$89,100	\$75,700	\$59,300
	ALL	\$130,000	\$87,300	\$73,600	\$57,700
	Ratio	\$0.88	\$0.94	\$0.94	\$0.96
2009/2010	Women	\$123,800	\$87,900	\$74,200	\$58,700
	Men	\$138,300	\$92,900	\$77,500	\$63,900
	ALL	\$134,600	\$91,100	\$75,800	\$60,100
	Ratio	\$0.90	\$0.95	\$0.96	\$0.92
2010/2011	Women	\$123,500	\$88,100	\$76,700	\$59,800
	Men	\$140,400	\$94,400	\$79,100	\$63,200
	ALL	\$136,300	\$92,000	\$77,900	\$60,800
	Ratio	\$0.88	\$0.93	\$0.97	\$0.95
2011/2012	Women	\$127,700	\$91,400	\$80,600	\$63,900
	Men	\$144,500	\$98,400	\$82,600	\$66,800
	ALL	\$140,300	\$95,600	\$81,600	\$64,800
	Ratio	\$0.88	\$0.93	\$0.98	\$0.96
2012/2013	Women	\$133,700	\$94,200	\$82,900	\$66,400
	Men	\$150,400	\$102,500	\$85,000	\$69,900
	ALL	\$146,300	\$99,200	\$84,000	\$67,500
	Ratio	\$0.89	\$0.92	\$0.98	\$0.95
2013/2014	Women	\$136,000	\$95,900	\$84,700	\$66,700
	Men	\$150,100	\$103,300	\$85,600	\$71,400
	ALL	\$146,400	\$100,300	\$85,100	\$68,200
	Ratio	\$0.91	\$0.93	\$0.99	\$0.93

Source: Chronicle of Higher Ed. (<http://chronicle.com/article/2013-14-AAUP-Faculty-Salary/145679/#id=130943>)



The Women's Caucus at the University of Delaware 2014 Annual Report

All Full-Time Employees

Fall	Faculty (incl. Chairs)				Exempt Staff				Non-Exempt Staff				Hourly Staff			
	# Male	# Female	Total #	% Female	# Male	# Female	Total #	% Female	# Male	# Female	Total #	% Female	# Male	# Female	Total #	% Female
2009	724	461	1185	38.9%	601	727	1328	54.7%	217	671	888	75.6%	281	163	444	36.7%
2010	739	467	1206	38.7%	615	775	1390	55.8%	219	645	864	74.7%	281	158	439	36.0%
2011	739	478	1217	39.3%	622	835	1457	57.3%	219	622	841	74.0%	276	150	426	35.2%
2012	735	475	1210	39.3%	656	862	1518	56.8%	205	594	799	74.3%	267	137	404	33.9%
2013	726	478	1204	39.7%	663	923	1586	58.2%	197	583	780	74.7%	281	140	421	33.3%
Change 2009 - 2013	2	17	19	0.8%	62	196	258	3.5%	-20	-88	-108	-0.8%	0	-23	-23	-3.5%

Source: IR (F&F 2013-2014)

Fall	ALL			
	# Male	# Female	Total #	% Female
2009	1823	2022	3845	52.6%
2010	1854	2045	3899	52.4%
2011	1856	2085	3941	52.9%
2012	1863	2068	3931	52.6%
2013	1867	2124	3991	53.2%
Change 2009 - 2013	44	102	146	0.6%

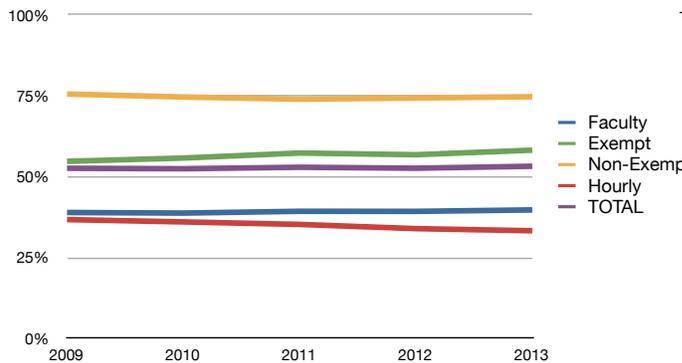
All Part-Time Employees

Fall	Faculty (incl. Chairs)				Exempt Staff				Non-Exempt Staff				ALL			
	# Male	# Female	Total #	% Female	# Male	# Female	Total #	% Female	# Male	# Female	Total #	% Female	# Male	# Female	Total #	% Female
2009	15	29	44	65.9%	27	83	110	75.5%	4	72	76	94.7%	46	184	230	80.0%
2010	17	25	42	59.5%	27	87	114	76.3%	6	74	80	92.5%	50	186	236	78.8%
2011	13	29	42	69.0%	28	74	102	72.5%	6	65	71	91.5%	47	168	215	78.1%
2012	13	31	44	70.5%	21	87	108	80.6%	6	66	72	91.7%	40	184	224	82.1%
2013	16	34	50	68.0%	17	88	105	83.8%	5	56	61	91.8%	38	178	216	82.4%
Change 2009 - 2013	1	5	6	2.1%	-10	5	-5	8.4%	1	-16	-15	-2.9%	-8	-6	-14	2.4%

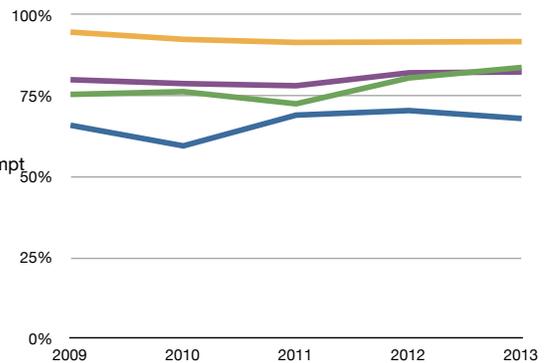
Source: IR (F&F 2013-2014)

Fall	Faculty (incl. Chairs)			Exempt Staff			Non-Exempt Staff			TOTAL		
	% PT of Men	% PT of Women	% PT	% PT of Men	% PT of Women	% PT	% PT of Men	% PT of Women	% PT	% PT of Men	% PT of Women	% PT
2009	2.0%	5.9%	3.6%	4.3%	10.2%	7.6%	1.8%	9.7%	7.9%	2.5%	8.3%	5.6%
2010	2.2%	5.1%	3.4%	4.2%	10.1%	7.6%	2.7%	10.3%	8.5%	2.6%	8.3%	5.7%
2011	1.7%	5.7%	3.3%	4.3%	8.1%	6.5%	2.7%	9.5%	7.8%	2.5%	7.5%	5.2%
2012	1.7%	6.1%	3.5%	3.1%	9.2%	6.6%	2.8%	10.0%	8.3%	2.1%	8.2%	5.4%
2013	2.2%	6.6%	4.0%	2.5%	8.7%	6.2%	2.5%	8.8%	7.3%	2.0%	7.7%	5.1%
Change 2009 - 2013	0.1%	0.7%	0.4%	-1.8%	-1.5%	-1.4%	0.7%	-0.9%	-0.6%	-0.5%	-0.6%	-0.5%

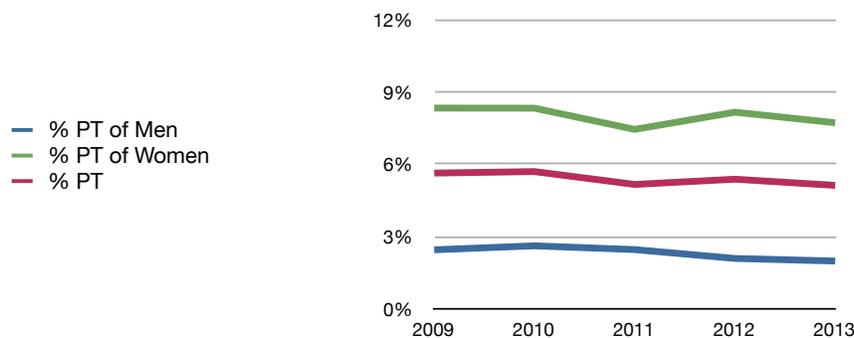
Proportion of Women in each FT Job Category



Proportion of Women in each PT Job Category



All Employees



All Employees

